



QUEEN'S GAZETTE

Biologists battle for BC bird p8



The puck stops here p10



PACKED HOUSE FOR NO LOGO AUTHOR



CELIA RUSSELL

It was standing room only as more than 1,500 people filled Stauffer Library last Thursday to hear award-winning journalist and lecturer Naomi Klein speak on War and Fleece: How Economic "Shock Therapy" Backfired in Iraq. Ms. Klein's lecture was part of the library's 10th anniversary celebrations. In addition to the audience in the main lecture area in the library atrium, several hundred more people viewed her lecture on a wide screen by the circulation desk and in an adjoining seminar room. Audio of her lecture was broadcast throughout the library.

Spotlight on the ghetto

TOWN-GOWN TOUR SPURS JOINT PLAN TO TACKLE ISSUES

By SARAH WITHROW

The house on Earl Street was clean – as if the guys who live there, most of them engineering students, knew that Mayor Harvey Rosen was going to be stopping in to have a look around.

But no amount of scrubbing could mask the problems with the place: the cough-inducing dank basement, the uninsulated rear vestibule that, according to tenants, causes the temperature in the kitchen to drop "about 12 degrees" at night and the toilet that takes 10 minutes to fill up in a house of seven men.

Each of them pays \$400 a month to live in the one-bathroom house, billed as the "sub-standard student housing" stop on "The Ghetto Up Close" tour on Oct. 26 organized by Gord McGuire, Alma Mater Society (AMS) municipal affairs commissioner and co-hosted by Joan Jones, Queen's town-gown officer. The tour, attended by the

mayor, city officials, and representatives from the AMS, Queen's, the police, and the Sydenham Ward Tenants and Ratepayers Association (SWTRA), had twelve focal points, each coinciding with a ghetto issue.

With three stops at student houses (considered, respectively, good, average and sub-standard), the role of lax landlords in ghetto housing issues emerged as the tour group's most significant joint frustration.

"I do hope that the university and the city develop protocols to ensure that student-relevant issues don't get dropped in the predictable cycle of student and city government elections," says Ms. Jones. "I want someone to 'feel my pain' in the sense of the helplessness I (and many city officials) feel on behalf of students who live in really deplorable conditions." At one point on the tour, Ms. Jones passed around a picture of fully formed fungi growing on the wall of a student's bathroom.

She and the AMS encourage student tenants to call Kingston property standards if their land-

See GHETTO: Page 3

Public symposium to explore key medical issues

GOVERNOR-GENERAL TO PARTICIPATE AS HONORARY CHAIR

By CELIA RUSSELL

Learners of all ages and backgrounds are encouraged to explore the future of medical education in Canada at a public symposium later this month.

"The issues that are going to be discussed are important in a social context," says Dean of the Faculty of Health Sciences David Walker. "We are hoping for a large audience, members of the public, students, staff, faculty and guests and learners of all ages."

The symposium, which is free of charge, takes place Thursday,

Nov. 25 from 8:45 am to 4:30 pm in Grant Hall. It caps a successful series of events marking the 150th anniversary of the School of Medicine.

Canada's Governor-General, Her Excellency the Right Honourable Adrienne Clarkson, will be honorary chairperson of the event, which features pairs of prominent speakers discussing four key topics in a debate format. Each will have an opportunity to speak and rebut the other's comments.

Daniel Burns, former Ontario deputy minister of health and Brian Hennen, past dean of medicine, University of Manitoba will discuss "Medical schools have a primary allegiance to the society in which they exist." Lorne Tyrrell, past dean of medi-

cine, University of Alberta and Robert Strasser, founding dean of medicine, Northern Ontario Medical School will discuss "Active and current involvement in research is a critical component of a medical school." Carol Herbert, dean of medicine, University of Western Ontario and John Kelton, dean of medicine, McMaster University will discuss "An alternative funding arrangement is the ideal model for payment of clinicians involved in medical education." David Naylor, dean of medicine, University of Toronto and Peter Walker, dean of medicine, University of Ottawa will discuss "The historical close linkage between universities and schools of medicine has been mutually beneficial,

but has run its course. The future should bring greater autonomy."

Major-General Frank Normal will moderate the sessions. Fred Laflamme, publisher of *The Kingston Whig-Standard* will chair a reaction panel. The audience will also be invited to participate.

In addition to her being the Queen's representative in Canada, there are several reasons why Her Excellency was asked if she would take part in the symposium at Queen's.

"The governor-general has always had a keen interest in medicine and education at the university level and this event is a wonderful opportunity to blend both," says spokesperson Marilyne Guevremont of the governor-general's press office.

"And, of course, it was important for her to mark the 150th anniversary of the founding of Queen's University School of Medicine."

"We thought that Canada, in the form of the governor-general, would wish to celebrate the 150th birthday of one of its finest institutions, one that has produced doctors and discoveries for 150 years," Dean Walker says. Her Excellency received an honorary degree from Queen's last year and is thus an alumna. "And, as she told us on that occasion, her first visit to Queen's was on a date with a med student to a dance in the late 50's."

Proceedings of the symposium will be prepared for publication.

meds.queensu.ca/sesqui04

Inside: Principal's installation, Queen's Centre plans featured

This edition of the *Queen's Gazette* features two special supplements: one commemorating the Oct. 28 installation of Karen Hitchcock as the university's 18th principal and the other highlighting the new plan for the Queen's Centre.

The full-colour, eight-page supplement on the principal's installation includes her convocation speech as well as several

photographs that chronicle this important event in the life of the university.

The Queen's Centre supplement provides a floor-by-floor view of key program elements in the new design. Representatives from the university administration and the architectural firms involved in the project presented this plan to the community at an Oct. 20 public meeting.



STEPHEN WILD

Principal Karen Hitchcock smiles after university representatives perform the robing ceremony at her installation on Oct. 28.

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For news updates visit us online @ www.queensu.ca/newscentre



Maclean's rankings issue hits newsstands today

Maclean's magazine's annual university ranking issue comes out today, Monday, Nov. 8.

This year, the magazine is introducing a new voice in the ranking issue, that of recent graduates.

With the launch of the Maclean's University Graduate Survey, the magazine asked thousands of grads how satisfied they were with various aspects of their

university experience.

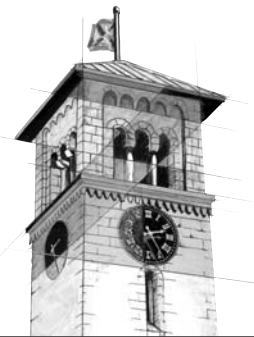
A random sample of those who graduated in 1999, 2000 and 2001 have been invited to share their views. The aim is to offer readers and prospective students valuable feedback from those in the know. For the past 13 years, the magazine has published its annual ranking of Canadian universities, offering students and parents a

rare window into the ivory tower, and a unique opportunity to make informed decisions on the comparative strengths of post-secondary institutions across the country.

A range of information is offered on everything from entering grades and class sizes to first-year retention rates and graduation rates, plus much more.

For the reputational portion of the ranking, the magazine canvasses more than 11,000 individuals across the country: university officials, high-school principals and guidance counselors from every province and territory, CEOs and recruiters, plus the heads of a wide variety of national and regional organizations.

www.macleans.ca



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WAR-TIME MEMORIES



KEN CUTHBERTSON

Isabel Eddy, Arts'44, was among an overflow crowd of alumni, faculty, students, relatives, and representatives of the Canadian military who were on hand the Saturday morning of Homecoming Weekend, Oct. 23, for the rededication of a wall of photos of the 199 Queen's men who died in WWII. The photos now hang in the recently renovated second-floor lounge area of the John Deutsch University Centre. Mrs. Eddy, who traveled from Bathurst, NB, to attend the ceremony, was moved to see the face of her brother-in-law, Capt. Donald Eddy, among the photos. "Sadly, he was killed in a Jeep accident in Europe after VE day," Mrs. Eddy recalled. (For a full report on the pictures and the rededication ceremony, see the Oct. 26 edition of the *Queen's Journal*, which can be found online at www.queensjournal.ca.)

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New document addresses common questions about TA funding

What's the difference between Teaching Assistants and Teaching Fellows? Why was the TA rate increased from \$23 an hour to \$32.50 an hour? Where did the money come from to pay for the increase? How much is new?

These are just a few of the questions addressed in a Q&A document prepared to provide clarification around some of the

most frequently asked questions about the funding of Teaching Assistants.

"The issue of graduate funding has given rise to significant discussion over the past several months," says Vice-Principal (Academic) Suzanne Fortier. "It's my hope that this document will lead to a better understanding of the issues and to productive dia-

logue in the future."

At the same time, a sub-committee of the Senate Committee on Academic Development (SCAD) has brought forward recommendations regarding policies and guidelines leading to a common frame of reference with respect to the hiring and funding of TAs and their roles and responsibilities. Following con-

sultation with the university community, the sub-committee will review the comments and feedback received prior to presenting its recommendations to SCAD and to the Senate.

"We have come to a critical stage on a number of fronts with respect to addressing issues related to the key role played by graduate students in our learning

environment," says Dr. Fortier. "We want to ensure that everyone has as much information and clarification as possible about these matters, and that we can continue to move forward in a timely and effective way."

The Q&A on funding of TAs can be accessed at the Vice-Principal (Academic) website at www.queensu.ca/vpac. Click on Documents and Reports.

Ghetto continued from page 1

lords don't fix problems within a reasonable period.

However, the city's three property inspectors are very busy, according to Property Standards Inspector Linda Chartier. Her office has issued more than 550 48-hour orders this year. "Sometimes the [complainant] will give me a full block they want inspected."

Host student, Allison Findlay, at the tour's "average student house" referred to her "good" landlord, who lives in Toronto, as "kind of like Charlie from Charlie's Angels. We don't see him." Ms. Findlay was happy with the landlord's swift response in bringing in help when the porch roof needed fix-

ing, the refrigerator broke and squirrels chewed through the telephone wires.

It is difficult for students to concentrate on their studies when living with such problems, Ms. Jones says.

"Students are disadvantaged because they aren't here [in the summer and over Christmas break] to deal with the problems," even though, she says, they may still be paying rent.

"If the city is prepared to tolerate sub-standard student housing then perhaps it should expect sub-standard activity by students," says SWTRA representative Bill Glover.

He noted, however, that SWTRA "wants to put an end to

the antics on Aberdeen Street."

Mr. Glover was not the only attendee to draw a link between sub-standard student housing and sub-standard student behaviour. AMS's Vice-President, University Affairs, Brian Cheney, a "certified Aberdeenian", noted that students who move into the ghetto often find abandoned furniture in their apartments, which "they have no attachment to and there's no real way of getting rid of other people's stuff, so it ends up on the street."

Mr. Cheney said that students get "mixed messages" from alumni, faculty, relatives and older friends about how they are expected to behave.

"They tell us, 'You're sup-

posed to have fun.'" He cited the temporary nature of student residency as part of the problem with student/neighbourhood relations. "Things that permanent residents would never put up with we're supposed to suck up." Students, he says, get the message that their rights are "under appreciated" and perceive a conflict between their treatment as tenants and the expectations put on them as citizens.

In an interview, SWTRA Board member Virginia Frost said her group would explore the option of publicly shaming lax landlords by publicizing their names to address the housing issue. Steve Murphy of Kingston's property standards told the

Gazette the city will be raising fees for lawn clean-ups, and will now attach a cost to the property standards appeals process to deter landlords from appealing inspection findings as a way of putting off making needed repairs.

The AMS has developed a "Know Your Rights" brochure that is to be distributed by a committee over the next few weeks. It outlines tenant rights and gives students a process to help them take action on housing problems. The AMS is also in the process of developing ghettohouses.ca, a website which will allow students to review and search reviews on houses in the area.

The ghetto tour addressed a number of additional issues and associated initiatives, including:

- reconsidering Bus-It service to students, as many routes are not relevant to them; identifying houses in need of proper blue recycling boxes which the AMS will hand out;
- a proposed snow-removal business, to be set up by the AMS to help improve snow-associated safety issues in the area (the proposal is expected to go before the city this month);
- the erection of six, new utility poles on University Avenue with aluminum poster collars and attached garbage cans to reduce the blight of heavily posterized utility poles, which AMS volunteers will maintain.

Ghetto initiatives

By SARAH WITHROW

Principal Karen Hitchcock is launching a 24-hour community hotline and a task force to address concerns about vandalism, noise, and disruptive student behaviour in the so-called Queen's ghetto surrounding the main campus.

This two-pronged approach lets the university take both immediate and longer term, more considered, action in response to ongoing resident concerns, says Shelley Aylesworth-Spink, Queen's coordinator, external relations. The hotline number is 533-2922.

"The hotline will allow people who have a concern to bring it to the attention of the Principal," says Ms. Aylesworth-Spink, who

notes that the principal's voice will be on its voicemail. "This will allow us to get our arms around how many concerns are out there."

Although the hotline will ensure that the Principal's office will hear resident complaints in a timely and direct way, she stresses that residents should call the police if they are reporting a crime or are in need immediate assistance. The principal also plans to appoint a task force of AMS student government and university representatives to seek ways to better enforce the student code of conduct off-campus. Neighbourhood residents will be informed of the hotline and task force via mail within the week.



STEPHEN WILD

Mayor Harvey Rosen looks on as Gord McGuire, AMS municipal affairs commissioner, announces an initiative to cut down on the blight of heavily posterized utility poles. The AMS/City initiative was one of several announced during the AMS organized ghetto tour.

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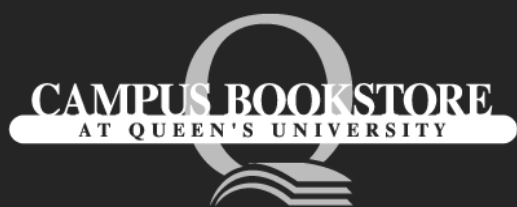
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Maternity experts named to Ontario panel

By NANCY DORRANCE
News and Media Services

Two maternity care experts from Queen's School of Nursing will serve on a new government panel to review access to maternal and newborn care in Ontario.

Researcher Jennifer Medves and nurse practitioner Mary Woodman have been named to the 15-member expert panel by the Ontario Women's Health Council (OWHC). Both women have extensive clinical experience in a variety of maternity settings, and report they are concerned about the lack of maternity services in Ontario –

especially for rural women.

"This is our opportunity to develop an Ontario solution," says Dr. Medves, an Ontario Ministry of Health and Long Term Care (MOHLTC) career scientist, who recently co-authored a study on the growing "maternity care crisis" in the province for the women's health council. "We need to acknowledge that women want choices, and they want to develop partnerships with their health care providers."

As a primary health care nurse practitioner working in the Sharbot Lake area, Ms. Woodman develops relationships with

women during pregnancy that continue after the birth of their babies. "Nurse practitioners are part of the maternity care team," she says. A part-time instructor at the nursing school, Ms Woodman is the only nurse practitioner appointed to the committee, which includes academics, family physicians, obstetricians, midwives, a hospital administrator and a member of the public.

In announcing the new panel, OWHC chair Jane Pepino noted that fewer family physicians and specialists today provide obstetrical services, and with the consolidation of maternity

services in large urban centres, many rural community services are closing.

"We need a provincial strategy for maternity care that ensures that services are cohesive, respond to women's needs and preferences, and make the best use of all of the different health-care providers who can provide essential maternity care," said Ms. Pepino.

The Ontario Maternity-Care Expert Panel will research such issues as: education and training; healthcare human resources; the ongoing monitoring and evaluation of maternity services; funding; and access. It will also gather

information on women's needs, preferences and experiences. The panel will present recommendations for a provincial maternity-care strategy to the OWHC in one year.

The panel is co-chaired by family physician Terry O'Driscoll of Sioux Lookout and practising midwife Vicki Van Wagner from Ryerson University.

Established by the Minister of Health and Long-term Care in 1998, OWHC provides the minister with expert advice on women's health matters and acts as an advocate for change in the health-care system.

IN BRIEF

V-P Fortier appointed to centres of excellence board

Vice-Principal (Academic) Suzanne Fortier has been named as one of 16 directors of the new Ontario Centres of Excellence (OCE) Inc., a not-for-profit corporation dedicated to fostering Ontario innovation, and supporting the commercialization of industry and academic research collaborations in specific technologies across the province.

The appointments follow the recent merger of four individual centres of excellence within the Ontario OCE program: Communications and Information Technology Ontario (CITO), the Centre for Research in Earth and Space Technology (CRESTech), Materials and Manufacturing Ontario (MMO), and Photonics Research Ontario (PRO).

www.oce-ontario.org

New space for student clubs

By KAY LANGMUIR

Student clubs and groups who currently gather in scattered locations across campus, won't have to look farther than the John Deutsch University Centre (JDUC) for accessible meeting places once renovations are completed in January.

A crew recently finished demolishing a handful of residential suites and storage rooms on the JDUC's third floor, to make way for the construction of three meeting rooms.

"[Student groups] are really dispersed across campus and we want them back at the student centre," says JDUC Director Bob Burge. Students are very supportive of the plans, as they've already made it known to university administration that they need the planned Queen's Centre complex to provide more meeting space.

Currently, groups are relegated to meeting in locations such as Mackintosh-Corry Hall,

the JDUC ceilidh and the Common Room.

"But we couldn't wait eight years," until the Queen's Centre is completed, says Mr. Burge. "We really needed meeting rooms now for students to participate in student life actively."

The Queen's Centre, a large multi-faceted student life complex, is to be built in phases. The last phase will include the gutting of and renovations to the 1949 Student Memorial Union building to provide meeting facilities for students. But waiting for that construction schedule "would mean two full cohorts of students without meeting rooms," Mr. Burge says.

The current renovations to the JDUC will provide interim meeting facilities until the Queen's Centre meeting rooms are ready. The JDUC meeting rooms will then be converted to office space.

The renovations will create two washrooms, one of them barrier-free, and three meeting



CELIA RUSSELL

Renovations to the John Deutsch University Centre creating more meeting space will be completed in January.

rooms, including a smaller boardroom for up to 15 people, and two other larger rooms that can accommodate up to 25 and 40 people respectively. The rooms will have Internet access, and equipment such as overhead projectors and flip charts will be available on site.

A large crew has been called in to fast track the project so that

the rooms can be ready by January. The architect on the \$200,000 project is Ray Zaback of Shoalts and Zaback Architects of Kingston, one of the architect teams also working on the Queen's Centre.

"The architect is key to us," says Mr. Burge. "He knows what's going on."

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"Villa Decoration as a Language of Propaganda in Late-Sixteenth-Century Italy"

SUNDAY 28 NOVEMBER, 2 PM

Una D'Elia, Assistant Professor, Department of Art, Queen's University

"Renaissance Enigmas: Allegorical Images and Intellectual Games in Sixteenth-Century Courty Culture"



Taddeo Zuccaro, *Five Walking Men*, 1550-1559. Photo: Cheryl O'Brien.

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QUEEN'S IN THE NEWS

Highlights of Queen's experts in the media

■ October 15 - November 1



Zoutman

Dick Zoutman (Pathology) comments in *The Globe and Mail* about implications of a c. difficile epidemic in Quebec.

Harvey Lazar (Policy Studies) discusses the federal-provincial equalization program in *The Globe and Mail*.

Diane Nolting (Health, Counselling and Disability) outlines in *The Globe and Mail* steps taken at Queen's to ease students' mid-term exam stress.

Robert Wolfe (Policy Studies) comments in the final front-page story of a *National Post* series looking at Australia's relationships with Canada and the U.S.

Tom Axworthy's analysis of four recently published books that fuel the Canadian debate about international policy appears in the *National Post*.



Saunders

David Saunders (Business) comments in a *Toronto Star* story comparing Canadian and American MBA programs.

Ken Wong (Business) comments in the *Toronto Star* about new trends in the home construction market.

The expertise of security analyst **Doug Bland** (Policy Studies) and his recent study about the lack of federal government support for the Canadian military are highlighted in the *Ottawa Citizen*. Professor Bland's opinion piece about how the recent tragedy aboard the *Chicoutimi* reflects Ottawa's neglect of the military also appears in the *Ottawa Citizen*.



Katzmarzyk

Peter Katzmarzyk (Physical and Health Education) comments extensively about risk factors associated with heart disease including in *The Calgary Herald*, *The Edmonton Journal*, *The Vancouver Province*, *The Vancouver Sun*, *Times Colonist* (Victoria) and *The Kingston Whig-Standard*.

Chris Simpson (Medicine) comments in *The Calgary Herald* and *Times Colonist* (Victoria) about new Canadian guidelines for implantable cardiac defibrillators.



Reid

Douglas Reid (Business) comments in *The Calgary Herald* about Air Canada's image after emerging from bankruptcy protection.

William Flanagan (Law) comments in a front-page *Kingston Whig-Standard* story highlighting the Canada AIDS Russia Project.



Troje

think of us.

Principal Karen Hitchcock's installation address at fall convocation is covered extensively in a front-page *Kingston Whig-Standard* story.

Plans for the new Queen's Centre are highlighted in a front-page *Kingston Whig-Standard* story with comments from **Andrew Simpson** (Operations and Finance) and **Janice Deakin** (Physical and Health Education).

Andrew Daugulis (Chemical Engineering) comments in *The Kingston Whig-Standard* about a process that he developed for more efficient production of ethanol.



Medves

Jennifer Medves (Nursing) comments in *The Kingston Whig-Standard* about being named, along with **Mary Woodman** (Nursing), to a panel examining the erosion of provincial health services for pregnant women and newborns, especially in rural Ontario.

A profile of **Clarke Mackey** (Film Studies) is featured in *The Kingston Whig-Standard*.

Nikolaus Troje (Psychology) comments in a front-page *Kingston Whig-Standard* story on his research into how the way we move has an impact on what others

SENATE IN BRIEF

Notes from the Oct. 21 meeting

By CELIA RUSSELL

Rae Review process: The Queen's and Kingston communities will have a chance to air their views on the future of post-secondary education at a roundtable dialogue town hall meeting on Thursday, Nov. 23, Senate heard. (The meeting takes place 12:30 to 2:30 pm at St. Lawrence College, Kingston Campus, 100 Portsmouth Ave.) The Rae Panel on Postsecondary Education is holding a series of meetings throughout Ontario to give people a chance to share their ideas and concerns about postsecondary education. Chair Bob Rae is scheduled to deliver his recommendations to the government in early 2005.

Admissions and enrolment: Current full- and part-time enrolment stands at 20,169, an increase of about 400 students over 2003, University Registrar Jo-Anne Brady said in an oral report to Senate. She will deliver a comprehensive written report to Senate at its next meeting on Nov. 18.

Question period: from Chris

Churchill, graduate student senator, regarding limiting graduate students to 10 hours a week of work. A written response by the School of Graduate Studies and Research stated that since the academic year 1994-95, the Ontario Council on Graduate Studies (OCGS) and all Ontario universities have observed "the 10-hour rule," that full-time graduate students are limited to an average of 10 hours per week of university employment. In 1994-95, the ministry, in consultation with OCGS, decided to transfer the responsibility of assessing full-time status of graduate students to universities.

Senate approved: the election of the following to Senate committees. Adam Szulewski (student) to Academic Development; Samil Chaggar (student) to Agenda and Melanie DesRoches (student) to International Centre Council. Senate also approved the election of Bill Flanagan (faculty) as chair and Perry Conrad (staff) as vice-chair of the Harassment/Discrimination Complaint Board.

For further details on Senate business, see www.queensu.ca/secretariat/senate. The next meeting of Senate takes place Thursday, Nov. 18 in room 202 Policy Studies. For visitors' tickets, contact the University Secretariat at 533-6095.

Risky mission film series

The Somalia affair, Zaire - "the bungle in the jungle," the disaster in Rwanda, hidden battles and war casualties in Bosnia, leaking submarines.

The acclaimed film series, *A Question of Honour*, takes audiences through these and other military deployments as seen by the people who were there, illustrated by rare footage of the events and actions in these theatres.

The Defence Management Program invites the public to

watch these one-hour films and then consider who put those who serve in harms way in these dangerous and deadly situations.

Free screenings take place Mondays in room 334 Policy Studies at 1 pm. (*The Balkan Blues* took place Monday, Nov. 1). The balance of the series takes place Nov. 8 (*Lies and Dishonour*), Nov. 15 (*Disarmament by Neglect*), Nov. 22 (*The Bungle in the Jungle*) and Nov. 29 (*The Empty House*).

For details, email Doug Bland at db26@post.queensu.ca.

PUBLIC LECTURE

2004 Don Wood Lecture in Industrial Relations



Dealing with Work-Life Issues in the Workplace: Standing Still is Not an Option!

Dr. Linda Duxbury
Professor
Sprott School of Business
Carleton University

Wednesday, 17 November, 2004 at 4:00 pm
Conference Room
Policy Studies Building
(Union at Alfred Street)

For further information please contact:
613-533-6000, Ext. 77082

INDUSTRIAL RELATIONS CENTRE/MIR PROGRAM
SCHOOL OF POLICY STUDIES

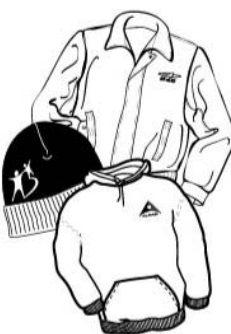


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VIEWPOINT

WENDY POWLEY

School of Computing



Where have all the women gone?

Women account for more than 50 per cent of the student population at Queen's. Yet it is rare to enter a computer science (CS) class and see 50 per cent women.

In fact, in some classes one has to look pretty hard to find the one or two females in the audience. Where have all the women gone?

In the mid 1980's, approximately 50 per cent of our undergraduate CS students were women. Currently, females account for approximately 26 per cent of the undergraduate enrollment in the School of Computing. The good news is that Queen's is doing quite well compared to many schools, some reporting less than 10 per cent female enrollment.

What is even more alarming than the gradual decline of women in CS programs over the last couple of decades is the significant lack of women pursuing graduate studies. It is reported that in most introductory CS classes in Canadian secondary schools, there are approximately 50 per cent females. This percentage drops significantly for advanced secondary school courses and the decline continues through undergraduate (20-25 per cent), masters (15-20 per cent), and to the doctoral level where less than 15 per cent of the class is female. Although the averages are approximate (and vary from region to region as well as from year to year), this trend has been documented for many years. This decline is often referred to as the *leaky pipeline*.

Prior to the 1980s, the medical field was primarily dominated by males. It is no coincidence that the interest in women's health issues and the applicability of modern medicine practices to women was advanced with the influx of women into the medical professions. The technology industry is currently suffering from a similar lack of female participation in the field. Products have been developed with a gender bias towards males. However, the technology industry has finally recognized the benefits of female input into the design and development of software and other technology. Companies now need a pool of women with CS training and expertise from which to hire. The leaky pipeline makes it difficult for these firms to find qualified women. In addition to industry, our universities are sadly lacking in female CS academics because so few women pursue doctoral degrees in computer science. This leads to a lack of female representation in technology related research, and fewer role models for our female students.

This decline is often referred to as the leaky pipeline.

There are many theories to explain the lack of women in the computer industry. Some examples include the "geek" image, insufficient support in the education system, a lack of family support and the perceived lack of opportunity for acceptable work-life balance. It is important that we, as an educational institution, do all we can to dispel these myths, and to provide a welcoming environment and the necessary support and encouragement for women entering the field.

The School of Computing is committed to the recruitment of new female students, and to the retention of those who have chosen to study CS at Queen's. The school has implemented a number of measures including:

The school participates in several university recruitment fairs and open house activities designed to attract potential students to Queen's. We have many enthusiastic female representatives that attend these events to interact with the high-school students.

Two new female faculty members have been recently hired and we employ a number of female adjunct instructors who teach undergraduate courses.

We now offer several interdisciplinary programs such as Cognitive Science and Biomedical Computing which have attracted many female students.

A support group called Women in the School of Computing (WISC) provides social interaction, networking opportunities, and mentoring for undergraduate and graduate women. WISC is also involved, through the Department of Enrichment Studies, in delivering CS education to elementary school children in Grades 5 and 6. The instructors are female PhD graduate students from the School of Computing.

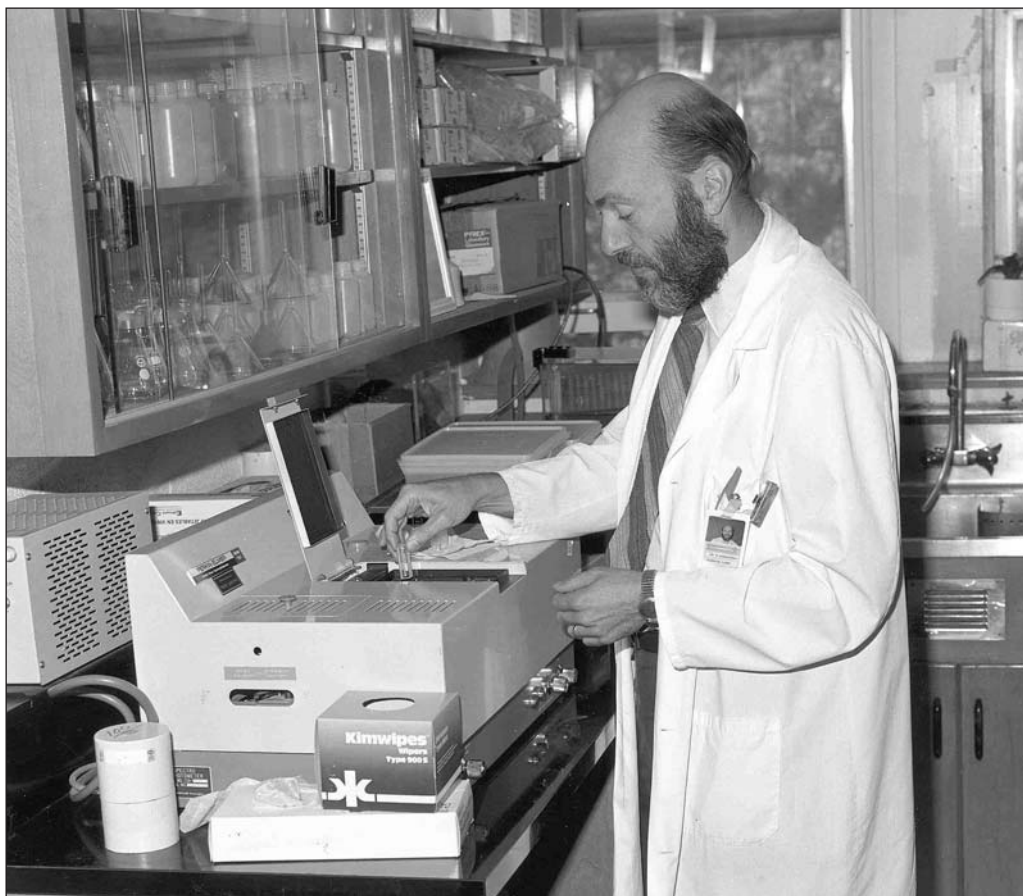
By creating an atmosphere where women feel comfortable, accepted and encouraged, the School of Computing hopes to help make the leaky pipeline phenomenon a thing of the past.

Wendy Powley is an adjunct professor and research associate in the School of Computing.

Viewpoint Policy

The *Queen's Gazette* welcomes submissions for Viewpoint from members of the university community. Unless otherwise discussed in advance with the editor, articles should normally range between 600 and 700 words and should address issues related to the university or higher education in general. Speeches related to issues of interest to the university community are also welcome. Email submissions to gazette@post.queensu.ca. The editor reserves the right to edit or reject any submission that does not comply with policy. Opinions expressed are those of the writer.

QUEEN'S FLASHBACK: 19??



Robert Kisilevsky (Pathology) works in a lab in this undated photo.

QUEEN'S UNIVERSITY ARCHIVES

Letters

CFRC: Bang for the buck

In reference to the front-page story: CFRC faces uncertain future (Oct. 25, page 1): \$3.75? The obvious question: what can one buy for it?

The diversity of programs, the expert DJs from all walks of music and their fanatical dedication to excellent radio (dial in the alternatives!), the fact that it represents Queen's – these are sufficient reasons for any Queen's student (and faculty member) to ensure that it continues.

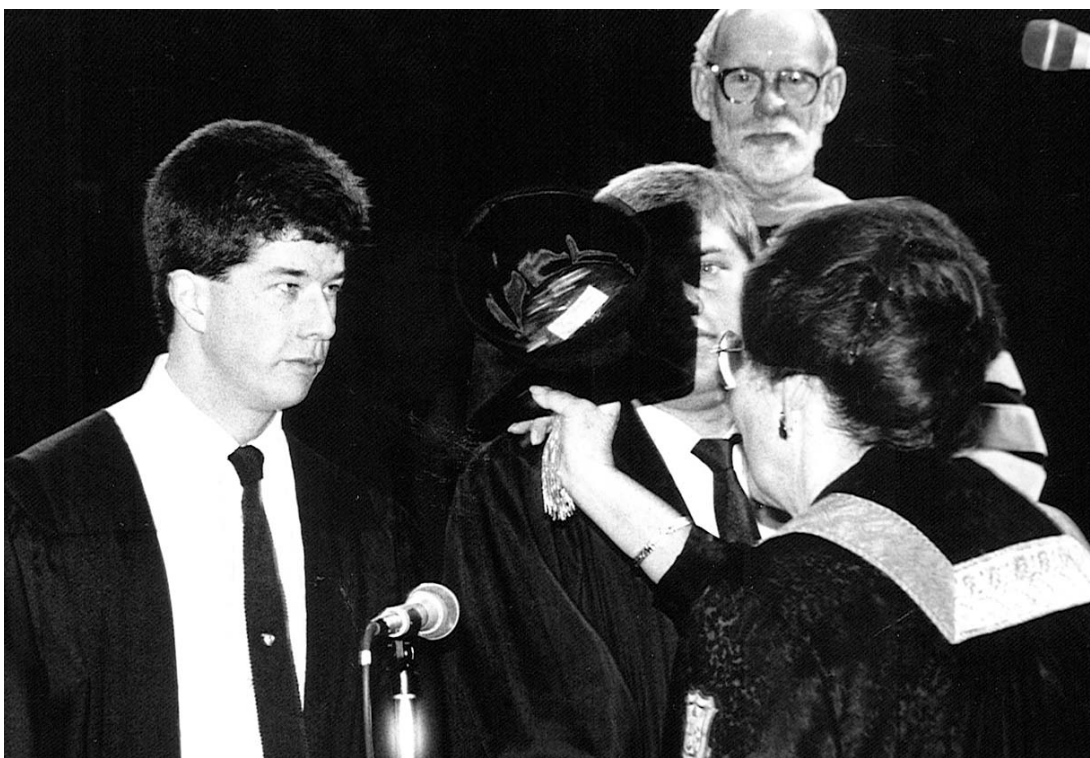
Victor Sniekus, Chemistry

More details on Convocation photo

I have some details on the Oct. 25 mystery flashback photo. The time: May, 1990. The event: Engineering graduation. The Chancellor's words: "Rise, Bachelor of Science in Engineering, with honours." The people: Standing on the left, being "graduated," is Paul (not John) Fulford, a mechanical engineer. Next in line, looking on and partially obscured by the chancellor's hat, is Brian Garland, Engineering Physics. Standing in the background is Associate Dean John McGeachy.

Paul Fulford, PEng, is now a lead engineer at MD Robotics, formerly Spar Aerospace, where he has played important roles in the development of both Canadarm II and Dextre, the Special Purpose Dexterous Manipulator, Canada's next-generation space robot for the International Space Station Program. He and his wife, Debbie Wilmschurst, are raising a family in Aurora, Ont.

Rob Crabtree (BSc Eng. Mechanical, 1990) University Council member Toronto



Paul Fulford (left) gets his degree.

QUEEN'S GAZETTE

Letters Policy

The *Queen's Gazette* welcomes letters to the editor from members of the university community and other readers about matters related to content in the *Gazette*, the university or higher education in general. Letters must be original and addressed to the editor. Opinions expressed are those of the writer. The *Gazette* does not publish anonymous letters. Please include your name, affiliation and phone number. Email or disk is preferable. Letters should be submitted by noon to gazette@post.queensu.ca on the Monday before publication. The *Gazette* reserves the right to edit letters to address style, length and legal considerations.

Success stymied by sticky floors and glass ceilings

Access to career opportunities is an important key to full participation in society with dignity. However, several recent surveys and analyses have drawn a disturbing picture of the systemic barriers to advancement for visible minorities in the Canadian workplace. While visible minorities' representation in the labour force is in line with their labour market availability, their numbers are dismally low at the senior management levels.

The Conference Board of Canada (The Voices of Visible Minorities – Speaking Out on Breaking Down Barriers by Bente Baklid, 2004, www.conference-board.ca) recently undertook a focus-group study with visible minorities who had achieved some success in their chosen field in order to learn about their perspectives on barriers to success as well as factors that contributed to success.

There was a strong feeling among visible minorities that a "sticky floor" limits their opportunities for initial advancement and a "glass ceiling" stops them from attaining top positions. Some of the barriers that focus group participants named include:

The indefinable lack of fit: visible minority candidates who have been unable to create a rapport with hiring managers because of different background or ethnicity often feel that prejudice plays a large role.

Speaking with an accent.

Cultural norms that guide Canadians' perceptions of what



IRENE BUJARA

Diversity

constitutes a solid resumé or a good job interview.

Canadian organizations that appear not to value educational credentials as well as work experience gained in other parts of the world, despite the fact that, ironically, many Canadian organizations outsource skilled work to those same parts of the world.

Pressure to work harder to succeed, often resulting from demands of managers who worry that the hiring will be seen as an "equity hire" to co-workers and senior managers.

The unanimous answer from the focus groups as to what signals a welcoming environment for visible minorities was a strong representation of people of diverse identities and backgrounds throughout the organization. How can organizations contribute to the creation of such workplaces? Visible minorities who had achieved some measure of success at senior levels attributed that success to a series of personal *and* organizational factors. Focus group participants

suggested that the following organizational strategies had contributed to that success:

Supportive managers have an essential part to play: someone who sees the potential in an individual's talent and helps to ready them for greater responsibilities. Senior managers should set an example in creating an inclusive corporate culture and take an active interest in employment equity activities.

Holding managers and leaders accountable for diversity goals and results helps to keep hiring, retention and promotion of visible minorities on the organization's radar screen.

Career development opportunities are essential for advancement: this contributes to providing individuals with opportunities to gain skills and experience and to demonstrate their strengths. It also signals the potential for advancement to employees and potential employees.

The author of the Conference Board briefing on the survey makes the point that, inclusive workplaces and motivated employees are vital characteristics of high performing organizations.

Being involved in institutional employment equity strategies is one way for a senior manager to recognize and fully utilize the skills and talents available to the organization both externally and internally.

Irene Bujara is director of the Human Rights Office.

Meet the new teacher

There was an excited buzz amongst attendees after having met new principal, Karen Hitchcock, at the Instructional Development Centre's (IDC) first Meet the Teacher session of the year. The program gives faculty an opportunity to meet innovative and award-winning teachers. I was immediately intrigued when Dr. Hitchcock explained how her philosophy of teaching arose from her research as a graduate student and academic. In that simple claim, she implied her belief that teaching and research can be integrated. Themes of integration, collaboration, and barrier breaking infused the discussion.

Dr. Hitchcock focused on teaching at the university, rather than at the faculty or departmental level. She asked us to step out of our courses and disciplines to consider what the goals of our institution are. What do we want our graduates to know? What do we want them to be able to do? Currently, Queen's stationery proudly proclaims that the university's goal is "Preparing Leaders and Citizens for a Global Society." What does this mean for the curriculum? Dr. Hitchcock asked us to generate our own goals for Queen's students as a starting point for dialogue and consensus building.

Only when we have come to consensus on our goals can we begin to consider what *institutional* curriculum could achieve those goals. The institutional curriculum must, by necessity, cross disciplines, requiring consideration of what role each faculty, department, and course would



HEATHER SPARLING

Teaching Issues

play in achieving institutional aims. Dr. Hitchcock called for a change of focus from disciplinary content to disciplinary *ways of knowing*, focusing on the questions, methods, and ethics fundamental and specific to each of Queen's distinctive disciplines.

In addition to bridging disciplines, we need to bridge the perceived divide between research and teaching. Some may interpret the slogan, "Think research, think Queen's," as widening the chasm. However, Dr. Hitchcock resisted polarizing research and teaching. Instead, she asked us what the implications of excellence in research are for teachers. How can we draw on Queen's unique research strengths to enhance the undergraduate learning experience? She spoke, for example, of the excitement of the research process. Our graduate students clearly feel it, but do our undergraduates? If not, how can we bring that excitement to them?

Dr. Hitchcock did not separate professors' responsibilities into research, teaching, *and* service, but instead spoke of research and teaching *in* service to society.

According to Boyer's groundbreaking work (1990), we can and must recognize the full range of scholarly activity by university professors. Research, teaching, and service are not mutually exclusive, but are instead meaningfully intertwined in a scholar's professional life, and the scholar's broader community. Our teaching and research should contribute to the communities from which we draw our students, our faculty, and our research data. Teaching and research need to achieve a greater purpose than achieving tenure alone.

Dr. Hitchcock called for "conversation circles" and "conversation spaces" for discussing the institutional curriculum. Dr. Hitchcock masterfully engaged the attendees in a discussion, which led one attendee to comment, "it was a remarkable discussion and one I was reluctant to see come to an end. Dr. Hitchcock is a natural teacher – it was obvious." Others encouraged additional, more structured opportunities to discuss the university curriculum.

Dr. Hitchcock emphasized that she alone cannot effect what amounts to a culture change at the university, one in which gaps between disciplines are bridged, teaching is accepted as integral to research, and faculty work together to establish and realize institutional goals. But it starts with each of us in dialogue with others.

Heather Sparling is an educational developer with the Instructional Development Centre.

UNIVERSITY ROUNDUP



Bureaucracy may kill cats

The dream of student mobility between European universities is being endangered by over-bureaucratic approaches, says the Higher Education Policy Institute (Hepi).

UK universities have been working on credit accumulation and transfer systems (Cats), but they have yet to take off. The think tank concluded that Cats could help further lifelong learning, improve and widen participation and reduce dropouts. "Agreements are specific, university to university, college to college and course to course. In contrast, the ambition in Europe is to create generic, all embracing systems. Consequently, because of the generality of the ambition, levels, level descriptors, and compatible quality assurance arrangements need to be developed, running the risk that the whole edifice will topple over because of its complication," says Bahram Bekhradnia, Hepi director.

Guardian Higher Education, Oct. 28

Mixed marks for U.S. higher education

The National (U.S.) Center for Public Policy and Higher Education has issued its third biennial report card on higher education, *Measuring Up 2004*. "The good news is that more high school graduates have taken the courses that prepare them to get to college and succeed," says James B. Hunt Jr., chair of the National Center's Board of Directors. "But the bad news is that these improvements have not been reflected in significantly higher college enrollment or completion rates... for most Americans, college has become less affordable over the last decade."

National Center for Public Policy and Higher Education

Students expelled after university scam

Oxford Brookes University expelled 11 first-year students after an investigation found international students had been promised places at universities in return for cash. Birmingham University also expelled a number of students after their applications were found to be fraudulent. The expulsions come after an Oxford-based man, calling himself Mandi, told an undercover reporter for *The Times Higher Education Supplement* that he had fixed university places at Oxford Brookes and Birmingham for "hundreds" of unqualified Chinese students, who each paid fees of several thousand pounds, by providing fake certificates. Ucas, the university applications service, said it had experienced the highest ever rate of fraudulent applications this year – about 1,000 this summer. Barry Sheerman, chair of the Commons education select committee, said his committee would hold an official inquiry. "Cheating is not acceptable. There's a range of things in terms of fraud - fraudulent applications, then fraudulent colleges preying on vulnerable students too."

The Guardian, Oct. 28

Graduating summa Kim laude

The English majors of Syracuse University - who pay \$25,720 in annual tuition - may or may not be getting their money's worth with "Hip-Hop Eshu: Queen B@#\$H 101." That's the title of a sanctioned English Department course devoted to Lil' Kim's place in American literature. The hip-hop diva is to address the class, taking an opportunity to clean up her bad-girl image. But what will the 35 students get out of it? "It's about her lyricism and the lyrical persona and how they articulate certain things that gender and sexuality studies have been trying to grapple with," Prof. Greg Thomas explains. "What we're talking about here is new notions of sexual consciousness, sexual politics in her rhymes, how she deals with societies based on male domination in her rhymes and societies based on rigid gender categories and constructs."

NY Daily News, Nov. 2

Wonky SSHRC grant recipients defended

A recent article in the *Ottawa Citizen* says the federal government handed out \$86 million for a host of "exotic university research projects" and singled out six based on odd-sounding titles. Studies on hockey violence, the sex trade, cottage living, leisure walking, retail purchases, and, incorrectly, "British carnal relations in the 18th century" that received funding from the Social Sciences and Humanities Research Council were mentioned. The article quoted the Canadian Taxpayers' Federation calling "many" of the 947 funded projects "wonky" and a "misuse of tax dollars." Canadians care deeply about hockey violence, sex workers and their clients, and the contexts of retail purchases, Doug O'ram, president of the Canadian Federation of the Humanities and Social Sciences said in a letter to the editor. This is based on the prominent media coverage given to Todd Bertuzzi's assault on another National Hockey League player; the murders of prostitutes in Vancouver's Downtown Eastside and Canadians' soaring debt loads. Research into these issues will contribute to overall knowledge, he wrote. "Investing in research and building our understanding of complex social issues is an act of commendable foresight."

University Affairs, November

Compiled by Sarah Withrow

Biologists battle U.S. government to save British Columbia bird

By NANCY DORRANCE
News and Media Services

It may be a small insignificant bird to the U.S. government, but the marbled murrelet, found along the Canadian and American western coastline, has a champion in biologists Vicki Friesen and Tim Birt. Now they're afraid that they and others could be losing the battle.

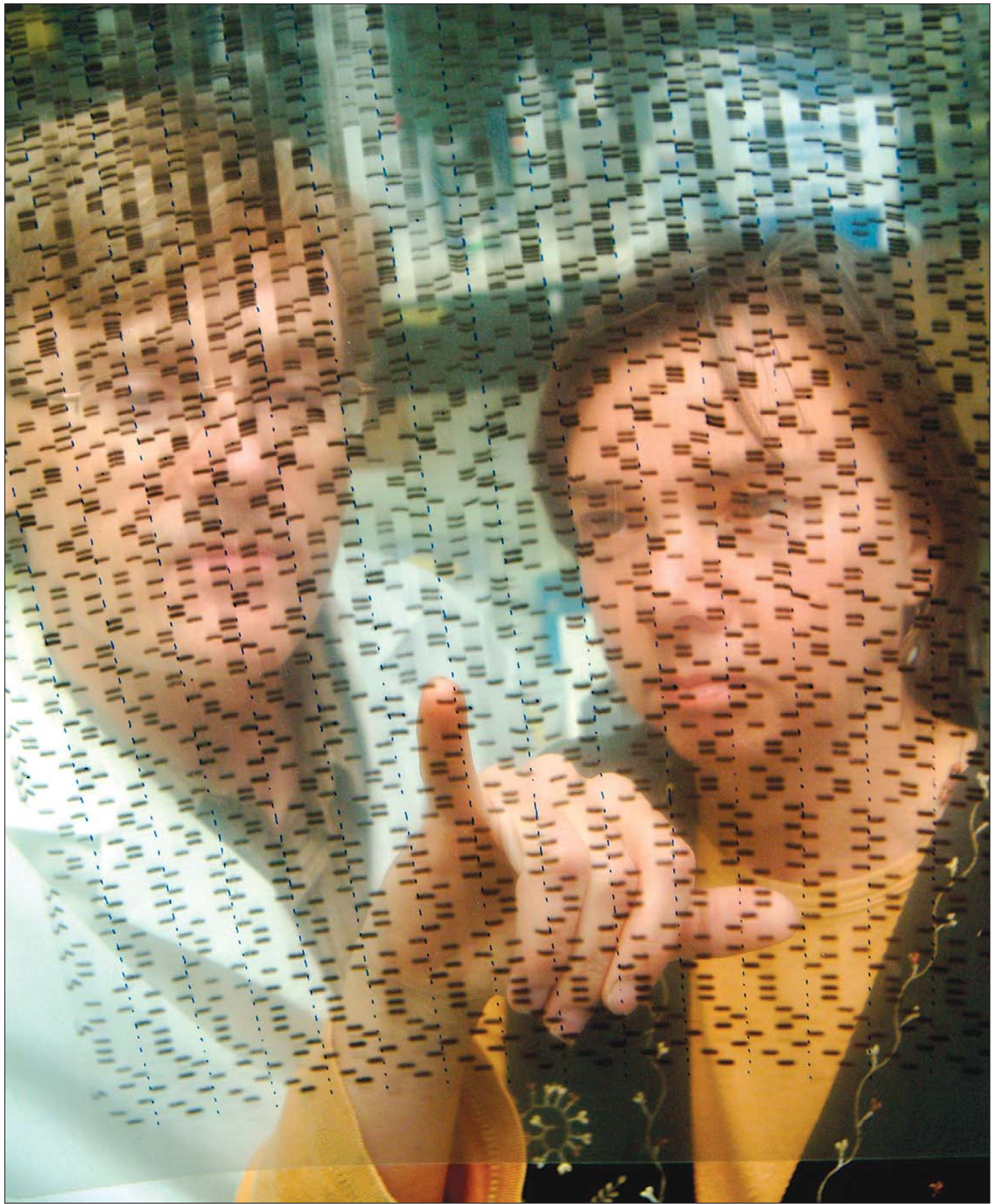
Dr. Friesen is part of a scientific review team that recently reported to the U.S. Fish and Wildlife Service on the conservation status of the small brown seabird, which nests in old growth coastal forests. The species is listed as "threatened" in California, Oregon, Washington and B.C.

The team's report concluded that the three states do have a distinct population segment of murrelets, partly for the genetic reasons supported by the Queen's research, and partly for ecological and behavioural reasons. Population modeling was also done, which showed that these coastal birds are continuing to decline.

"I'm distressed by the number of sea bird species that have plummeted in numbers within the past five to 10 years," says Dr. Friesen. "This is another example of the U.S. administration ignoring scientific data in the interests of lobby groups." Although the expert panel recommended that murrelets in California, Oregon and Washington continue to be designated as a distinct population segment of the murrelet species as a whole, and state fish and wildlife agencies endorsed this recommendation, the federal body turned it down.

Dr. Friesen believes that the U.S. government was swayed by logging and oil industries, whose activities destroy nesting habitats and are leading to the decline of the murrelet population in these states. She predicts that, without protection, the birds will be extinct in the western U.S. within 50 years, and in Canada within 100 years.

In cases involving factors such as global warming it's much more difficult to reverse this process, says Dr. Friesen, but the current situation with murrelets "is directly related to human activities that could be stopped pretty quickly. It's another case of environmental issues being ignored for short-term economic and political gain."



Biology researchers Vicki Friesen and Tim Birt examine DNA sequences of the marbled murrelet.

STEPHEN WILD

"New opportunities" for four young researchers

Four promising young researchers have been awarded a total of \$342,400 from the Canada Foundation for Innovation (CFI) New Opportunities Fund.



Fitneva

ity for language and the role of language in everyday life. Dr. Fitneva's research will support in particular the development of educational initiatives targeting

Stanka Fitneva (Psychology) receives \$80,000 to study language processing and communication. Her work focuses on the origins of the human capacity for language and the role of language in everyday life. Dr. Fitneva's research will support in particular the development of educational initiatives targeting

better and more effective communication with children.



MacIntyre

and joint health is funded for \$54,400. Her research aims to identify innovative tools which will better assess an individual's bone strength and risk of fracture, as well as the effectiveness of drug and rehabilitation therapies aimed at preventing or treating osteoporosis.

Norma MacIntyre's (Rehabilitation Therapy) research focusing on the evaluation of novel medical imaging devices for assessing bone strength and risk of fracture, as well as the effectiveness of drug and rehabilitation therapies aimed at preventing or treating osteoporosis.



Yang

ing on the molecular and cellular function of tumor suppressor genes, Dr. Yang's research program will develop new approaches for clinical diagnosis and the effective treatment of human cancers.

Md Zulkerine (Computing) and Ying Zou (Electrical and Computer Engineering), funded for \$108,000, are working on the

Xiaolong Yang (Pathology & Molecular Medicine) receives \$100,000 to support studies of the molecular mechanisms of cancer. Focus-

development and maintenance of dependable software systems. Dr. Zou's research focuses on software evolution and the integration of large scale and enterprise level software systems. Dr. Zulkerine investigates security techniques for online monitoring and real-time automatic intrusion detection.

"CFI continues to provide infrastructure support to help launch the careers of outstanding young Queen's researchers," says Vice-Principal (Research) Kerry Rowe. "The dynamic and innovative research programs of the most recent recipients will increase our understanding of the processes of language acquisition, advance the information technologies employed in com-

puter networks, and contribute to innovative health care treatments in and beyond Canada."

In announcing the new funding, CFI president Eliot Phillipson said, "The [fund] continues to play a crucial role in helping institutions to develop and enhance their research and training capacity, as well as their ability to transfer knowledge."

The CFI is an independent corporation created in 1997 by the federal government to fund research infrastructure. Since its creation in 1997, the CFI has invested more than \$262 million through its New Opportunities Fund and provided 2,497 newly recruited faculty members with state-of-the-art equipment. www.innovation.ca

A CREST OF THEIR OWN



STEPHEN WILD

Students (from left) Chris Jang, Jackie Kelly, Chloe MacRae, Laura Dryden and crest designer Frances Dyason work on the first official Biochemistry crest outside Botterell Hall recently. The Biochemistry degree program began in 1937, making it one of the oldest programs in the Faculty of Health Sciences. But unlike the other programs, it lacked a crest. The department invited submissions from the student body of 353 students during September. The six judges who helped choose the crest were Principal Karen Hitchcock, Vice Principal (Academic) Suzanne Fortier, Dean of the Faculty of Health Sciences David Walker, Prof. Emeritus Albert Clark (Biochemistry), graduate student representative Sean Parsons and undergraduate student representative Laura Dryden.

An historical perspective on First Nations art

One of Canada's best-known scholars of First Nations art history will be on campus next week to speak.

Ruth Phillips, Canada Research Chair in Modern Culture at Carleton University, will speak on *Between Modernism and Tradition: Norval Morrisseau and the Negotiation of Primitivism* on Wednesday, Nov. 17 at 4:30 pm in the Agnes Etherington Art Centre atrium.



Ruth Phillips

Dr. Phillips's visit is sponsored by the art centre and the Department of Art.

Her current research projects include a study of Great Lakes visual traditions over the past four centuries, and a history of the exhibiting of First Nations art and material culture in Canada.

Her talk will be based on a catalogue essay she is preparing for a forthcoming National Gallery retrospective exhibition of the painting of Norval Morris-

seau, with a focus on the decades of the 1950s and 1960s. It will examine the intersecting art worlds that formed the climate for the reception of his work, and argue that his negotiation of these worlds is representative of the agency claimed by Aboriginal people in their post-World War II struggle to emerge from colonialism and official assimilationism.

As Canada Research Chair in Modern Culture, Dr. Phillips is

studying the visual and material traditions of the Great Lakes region, and particularly of Anishnabe and Iroquois peoples across the four centuries of contact with the West. She is also researching the history of museum representation of indigenous arts and cultures in Canada and the history of collecting and display in relation to broader processes of the visualization of diverse cultural identities.

Preeminent pianist Angela Hewitt to perform

Angela Hewitt returns to the Grant Hall stage Monday, Nov. 15 at 8 pm to inaugurate the new concert grand piano for the School of Music.

This special concert features music by Bach and Beethoven. Ms. Hewitt's 10-year project to record all the major keyboard works of Bach has been described as "one of the record glories of our age" and has won her a huge following. She has been hailed as "the preeminent Bach pianist of our time" (*The Guardian*) and "nothing less than the pianist who will define Bach performance on the piano for years to come" (*Stereophile*). Her vast repertoire ranges from Couperin to the contemporary and she has

performed throughout North America, Europe, as well as Japan, Australia, China, Mexico and Russia. Last season she gave four concerts in major London halls, all of which sold out months in advance.

Ms. Hewitt was born into a musical family and began her piano studies at the age of three, performing in public at four, and a year later winning her first scholarship.

She also studied violin, recorder, singing, and classical ballet. At nine, she gave her first recital at Toronto's Royal Conservatory of Music where she studied from 1964 to 1973. Angela Hewitt then studied with French pianist, Jean-Paul Sevilla, at the

University of Ottawa from which she earned her Bachelor of Music degree at the age of 18.

Ms. Hewitt placed first in Italy's Viotti Competition (1978) and was a top prizewinner in the International Bach competitions of Leipzig and Washington, D.C., as well as the Schumann Competition in Zwickau, the Casadesu Competition in Cleveland, and the Dino Ciani Competition at La Scala, Milan. In 1985 she had a triumphant victory in Toronto International Bach Piano Competition.

For tickets, contact the Performing Arts Box Office in the John Deutsch University Centre, 533-2558. Adults, \$20, seniors, \$18, students \$10.



Angela Hewitt

CRAMER/MARDER ARTISTS

NHL players' salary demand threatens viability of league, expert says

A recent *Globe and Mail* editorial discussing the current NHL labour dispute drew attention to the fact that two prime season tickets at \$20,000 cost almost the same as sending a child to Queen's for one year. When it comes to the economics of hockey, mainstream media has focused on players' salaries as the biggest issue separating players and management in the walkout. To better understand the issues at the center of this highly watched labour dispute and its larger implications for the economy, the *Queen's Gazette* posed the following questions to Richard Chaykowski, a professor in the School of Policy Studies and specialist in labour markets and policy and industrial relations.

G: What are the major differences between the current collective bargaining agreement and the new system recommended by management in the current NHL labour dispute?

RC: Many people who follow hockey closely are debating the advantages or drawbacks of player free agency, salary caps, and other schemes for limiting player salaries. While the issue of what scheme will determine player salaries is obviously important, the real underlying issue driving this dispute is whether the size of the overall player salary or "wage bill" is so high that it threatens the viability of the league and should therefore be reduced (or its growth limited). This is an attempt by owners to return to profitability – or rather to capture a larger share of the profits. If the profit levels are such that investors in the hockey industry obtain a lower rate of return than they could get by investing in another industry, then I expect them to invest elsewhere.

G: Is there a link between profit and salaries?

RC: What needs to be considered in any employment setting is whether or not wages or salaries comprise a large proportion of total "production costs." It is generally accepted that, in the NHL, salaries do comprise a very large proportion of the total expenses related to "producing" hockey entertainment, at least in terms of expenses related to operating the league. So anything that drives up salaries, and hence total production costs, is likely to

affect profitability – as economists in particular are fond of saying, "all else being equal."

G: On what should hockey salaries depend?

RC: This is a key question. In most industries and workplaces, people tend to care about their own pay relative to others because they have a sense that pay should reflect some objective factors (education, skill, effort, and output) and therefore be equitable. This is true in workers' own organizations as well as in the larger economy, and one reason people are so concerned about the increasing salaries of CEOs and hockey players. Essentially, they are asking the question "Are they worth it?"

We also like to think in terms of salaries going up over time. But on what basis should salaries rise? In the longer term, pay increases need to be supported by productivity increases. The practical challenge in the hockey industry is to produce more "hockey entertainment" from their inputs of hockey players, coaches, arenas, and so forth. For individual hockey players, especially the stars, productivity may be measured, by goals scored or dazzling stick handling, which may create great entertainment and increase revenues; so here the owners have to balance the cost of high-powered stars against the extra revenue they generate as a result of their great productivity in producing entertainment.



G: Why haven't the parties been able to reach an agreement and what will it take for them to finally do so?



RICHARD CHAYKOWSKI
Q&A

RC: Salaries and profits are one of the key points of contention between the players' association and employers. They seem to fundamentally disagree on the figures on the revenue side of the equation or that all is *not* equal and much seems to have changed in hockey. The suggestion seems to be that, at best, revenues – including lucrative television contracts, merchandising and ticket receipts – are not keeping up with cost increases, especially salaries, and that at worst they may be declining in some cases.

While employers may point to revenue problems, the player's association may claim that the problems have been exaggerated. If both sides could "agree on the facts" on this and related issues it might go a long way toward resolving the dispute. Industrial relations specialists refer to this as trying to ferret out the true "ability to pay," and economists point to information asymmetries of this sort as one reason strikes persist. But even once the parties agree on the true state of the financial world they face, there typically remains plenty of room for disagreement, simply because we are discussing a fundamental difference over how to divide a relatively fixed pie.

One thing we do not hear much about in this dispute is what the players, employers, or both together might do to enhance interest in the game amongst the hockey-consuming public. This would help revenue in the longer term. As one minor example, it is interesting to note how many people like watching hockey because of the commentators' personalities. Back when Don Cherry was a coach, he was quite flamboyant and, arguably, increased the entertainment value of the game. This attracts

fans and, ultimately, revenue. So perhaps the parties need to think about how to enhance the pure entertainment aspect of the game. Another is to consider how to further expand the market.

Until the financial pressures on either side mount to a sufficiently high level that they are forced to make concessions, I expect both sides to hold out and hope the other side will blink.

G: What are the implications for NHL teams if the status quo is maintained?

RC: Many outcomes are possible. The one that concerns many observers is that labour costs will not be contained, while revenue growth remains weak, so that marginal franchises will then simply be driven into bank-

ruptcy. In the case of the NHL, the individual teams, and the league together, produce an entertainment product that is consumed by the general public. One cannot entirely discount the threat of a competitor league, as well. If the NHL cost structure is high, then you need to either build revenues, cut costs, or a bit of both.

G: Under what different set of circumstances do NHL club owners operate? How will the current strike affect spin-off economies?

RC: The economics of sports have some unique features. But from the perspective of the current labour dispute, this business is not essentially different from many others. Until the financial pressures on either side mount to a sufficiently high level that they are forced to make concessions, I expect both sides to hold out and hope the other side will blink.

Firms or individuals that do business with hockey will obviously suffer as well. These economic losses are one argument for third-party intervention to assist the parties through mediation or, in some cases, an arbitrated settlement.

Storyteller headlines Aboriginal Studies symposium



Basil Johnston

Ojibway storyteller Basil Johnston will be the keynote speaker at this year's Art and Literature-themed annual symposium on Aboriginal studies on the weekend.

Mr. Johnston is one of a num-

ber of First Nations writers, artists, faculty, student and artisan presenters at the sixth symposium presented by the Four Directions Aboriginal Student Centre in the Policy Studies Building, Nov. 12-14.

The general theme of this year's symposium is Art and Literature.

In addition to Mr. Johnston, presentations will be made by other First Nations writers, visual artists and artisans, as well as faculty and graduate students from several academic disciplines.

Born on Parry Island, Basil Johnston is a member of the Cape Croker First Nation. A long-time employee of the Royal Ontario Museum specializing in Ojibway language and stories, Mr. Johnston is the author of more than one dozen published works in English and Anishnaabe (Nishnabemowin), including: *Ojibway Heritage* (1976), *Moose Meat and Wild Rice* (1978), *Ojibway Tales* (1978), *Ojibway Ceremonies* (1983), *Indian School Days* (1988), *The Manitou: The Spiritual World of the Ojibway* (1995), *Crazy Dave* (1999), and *Honour Mother Earth* (2004).

For more information on the symposium, contact Norman Shields, Four Directions Aboriginal Student Centre, 146 Barrie Street, 533-6970 or email nat-sym02@post.queensu.ca.

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IN BRIEF

Remembrance Day service

The Queen's Remembrance Day service, conducted by Chaplain Brian Yealland, takes place at Grant Hall, Thursday, Nov. 11 at 10:53 am. Classes are cancelled from 10:30 until 11:30 am. For more information, please contact the Chaplain's Office, 533-2186.

Exploring consumer choices

Economist Richard Blundell of University College, London, will deliver the 2004 W.A. Mackintosh Lecture in the Department of Economics this Thursday, Nov. 11 at 4 pm.

He will speak on How Revealing is Revealed Preference? Understanding Consumer Rationality and Consumer Choices. His lecture takes place in Dupuis Hall Auditorium and all are welcome to attend.

Brave women of India

Reena Kukreja will be at the Ban Righ Centre Wednesday, Nov. 10 to speak on Demystifying Stereotypes: Stories of Women's Activism from Rural India.

The mainstream media fail to tell the stories of women in rural India who are taking control of their lives and destinies, participating in local governance and of the struggles they are undertaking themselves to obtain their due rights and entitlements from the state and from society.

Ms. Kukreja will share the stories of some of these rural women whom she met while making films about their struggles and successes.

The centre is located at 32 Bader Ln. (formerly Queen's Crescent).

Archives lecture an overseas draw

LITERARY ENTHUSIASTS TRAVEL ACROSS THE ATLANTIC TO ATTEND ANNUAL ARCHIVES LECTURE

By KEN CUTHBERTSON
Interest in the Queen's University Archives Lecture has been growing every year since the annual series was inaugurated in 1983, but this year was a first.

Acting University Archivist Paul Banfield says to the best of his knowledge, never before have people traveled halfway around the world to attend the event.

Twenty-five members of the John Buchan Society came from the United Kingdom for the recent 2004 Lecture, given by Peter Henshaw of Ottawa. The Queen's and Cambridge-trained historian is writing a book on Buchan's role in the development of Canada's sense of national identity.

Buchan, the celebrated early 20th century author, led a kind of dual life that was stranger than fiction. On one hand, he was a prolific journalist and the author of more than 100 books – biographies, travel, textbooks, short stories, and novels. However, it is the latter for which he is best remembered. Buchan's novels include such popular tales as *Prester John* (1910), *Greenmantle* (1916), and *Thirty Nine Steps* (1936).

On the other hand, Buchan also bore the hereditary British title Lord Tweedsmuir, and he served as Canada's 15th Governor-General from the years 1935-40, dying suddenly of a brain aneurysm in 1940.

"The theme of this year's Archives lecture was suggested, in consultation with QUA staff, by [Peter] Henshaw, who has been using our Buchan collection in the research for his book," Banfield explains. "When we heard that some of the Buchan Society members were thinking of coming to Canada as

part of the group's 25th anniversary celebrations, we organized the lecture in hopes that they would attend. We were more than delighted that they did."

The Buchan enthusiasts – among them Buchan's octogenarian daughter-in-law, Jean Buchan, the second Lady Tweedsmuir; Buchan Society chairman Alasdair Hutton and, various members of the executive council arrived in Canada on Oct. 12 for an 11-day tour.

Stops on their itinerary included Montreal, Quebec City, Ottawa, and Kingston. They spent two days on campus, attending the Archives Lecture and visiting the Archives, where they examined the extensive collection of Buchan material held there. They were also an integral part of a round-table session held next day in the Collins Room at Richardson Hall.

"The Buchan Society has more than 500 members worldwide, but mostly in the U.K. and Canada," says Mr. Hutton, who is also a former member of the European Parliament for the area of south Scotland where John Buchan grew up. "This was our first overseas trip, and our visit to Queen's has been a highlight of our time in Canada. Hearing the lecture, seeing the Buchan collection, and viewing the displays arranged by the Archives and W.D. Jordan Special Collections staff has added greatly to our appreciation of John Buchan and his life."

That view was echoed by Jean Buchan, the widow of Buchan's son Johnny. "We have been made to feel so very welcome, especially here at Queen's," she said. "It's been a wonderful experience."

The Buchan papers and library were purchased for the university by Colonel R. S. ("Sam") McLaughlin, LLD'49, at the urging of former Queen's Rector Leonard Brockington, who was a friend of Buchan. The special displays at Queen's University Archives in particular, will be on view until year's end.



KEN CUTHBERTSON

Buchan Society chair Alasdair Hutton examines one of the Buchan displays at the W.D. Jordan Special Collections Library in the Douglas Library. He was among a group of 25 society members who travelled to campus for this year's Queen's University Archives lecture, which focused on the time John Buchan, also known as Lord Tweedsmuir, spent as Governor-General of Canada.

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These lectures are associated with the awards of the 2004 Queen's University Prizes for Excellence in Research.

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THE FUTURE OF ALUMNI RELATIONS



KEN CUTHBERTSON

Executive Director of Alumni and Donor Relations Judith Brown addresses a large crowd at a recent town-hall meeting discussing the future of the university's relationship with its alumni.

Challenges ahead for alumni task force

A standing-room-only crowd filled the third-floor conference room at the Old Meds Building recently for the first of two town-hall meetings on the future of alumni relations at Queen's.

Members of a 15-person task force appointed by Principal Karen Hitchcock were on hand to answer questions about the

work they have done to date and to receive input from members of the campus community.

The task force faces a huge challenge in coming up with a plan to encourage more alumni to involve themselves and support the university, chair Judith Brown, executive director of Alumni and Donor Relations

told the gathering.

A second town-hall meeting will be held Dec. 16, 1:30-3:30 p.m. in room 1102 of the Biosciences Complex. All members of the Queen's community are invited to attend.

The meetings are part of a comprehensive and much wider review of alumni relations at Queen's, similar to

what's occurring at many universities and colleges throughout North America and Europe. Institutions of higher education are reshaping their constituent relations to provide more support in all the ways that alumni can and do support their alma maters, Ms. Brown says.

IN BRIEF

Exploring Jewish life

Gordon Dueck (History) will speak on controversies in Jewish life as part of the Bep and Sal Fransman Memorial Lecture series this Wednesday, Nov. 10.

His lecture, *The Amazing Race: Jews, Eugenics and the Imaging of a North American Superman*, takes place in room 517 Watson Hall at 7:30 pm and admission is free.

New art at West Campus

The Studio (B114 McArthur Hall) presents two concurrent exhibits until Dec. 17: *Beauty, Courage and Heartbreak: Images from Cambodia and Vietnam*, recent photographs by Magda Lewis and *Memory Echo and Fugitive Portraits*, mixed media on wood and paper by Daniel Oxley. Tuesdays and Thursdays, 11:30 am to 1 pm, Wednesdays noon to 1 pm.

Contact Angela Solar, solar@educ.queensu.ca, 533-6000 ext. 77416.



To inform us of your latest research findings or upcoming journal publications, call News and Media Services Writer Nancy Dorrance, 533-2869, or Communications Officer Lorinda Peterson, 533-3234.

FACE THE FACTS ONTARIO.

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A 10-Year Decline in Spending Has Left Ontario Universities Last in Provincial Funding Per Capita.*

Where Do We Draw The Line Ontario?

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A Strong Ontario Needs Strong Universities.

The Ontario Government has given Bob Rae the mandate to review the design and funding of Ontario's post-secondary education system. He will be conducting public hearings and be accepting written submissions over the next few months. The universities of Ontario urge you to submit your ideas in person or in writing.

Facing Facts About University Education in Ontario.

- Ontario ranks 10th of 10 in Canada in per capita spending.
- Operating grants per student have declined 24% in 10 years.
- University student to faculty ratio is 24:1, the highest in Canada.
- Outmoded facilities and equipment are in need of maintenance and upgrades.

What can you do?

Read the Discussion Paper posted on the Rae Review's website, www.raereview.on.ca. Think about how the system can be improved in accessibility, quality, system design, funding and accountability.

Your thinking and participation is essential to the improvement of our university system. Let's help keep Ontario competitive. You can learn more about our universities at www.thinkontario.com

Take your ideas to the Town Hall Meeting **Tuesday, Nov. 23, 12:30-2:30 pm** St. Lawrence College Kingston Campus

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ANNIVERSARY GREETINGS



WANDA KAY

Principal Karen Hitchcock addresses a crowd in the ceiling at the recent celebrations marking the 75th anniversary of the opening of the original Students' Memorial Union, now part of the John Deutsch University Centre.

Student, alumnus among 19 to win Action Canada fellowships

PEOPLE

Ahmed Kayssi (Rector) and alumnus Ben Peterson are among 19 young Canadians awarded prestigious 2004/2005 Action Canada Fellowships, in recognition of their leadership skills.

Mr. Kayssi founded the Queen's Arab Students Association and is currently the university's 28th Rector. To promote debate on campus, he organized and moderated panel discussions on the freedom of speech and Canada-U.S. relations. He traveled to Scotland and Northern Ireland to raise the Queen's colours on five university campuses in a fund-raising stunt for student aid. Ahmed is passionate about Canadian social policy and the impact of immigration and multiculturalism on Canadian society.

Mr. Peterson helped to found and is executive director of Journalists for Human Rights (JHR), a growing charitable organization dedicated to building the capacity of African journalists by providing them with the necessary tools to report concretely and accurately about human rights issues. He has a BA in Economics and a BAH in Political Studies from Queen's, and an MSc in Political Theory from the London School of Economics.

Vancouver-based Action Canada was created in 2002 through a partnership between the private sector and the federal government. Fellows participate in an innovative one-year program, continuing their studies or working in their professions

while taking part in intensive working conferences in Vancouver, Ottawa and the Yukon. As part of their leadership training, the Fellows design and implement public policy projects of significance to Canada.

At the recent 2004 General Assembly of Collège International pour la Recherche en Productique in Krakow Poland, Jack Jeswiet was elected vice-chair of two scientific technical committees, STC - Life Cycle and Assembly, and STC - Forming. He had been the secretary of STC - F for the past three years and of STC - LC/A for the past two years. He continues to serve on the CIRP governing Council and to act as the chair of the Canadian delegation.

Sanjay Sharma (Ophthalmology) has received an achievement award from the American Academy of Ophthalmology for his contributions to the academy and ophthalmology.

Ireneus Zuk (Music) is one of nine recipients recently awarded the Shevchenko Medal by the Ukrainian Canadian Congress. The medal recognizes individuals for their outstanding contribution towards the growth of the Ukrainian presence in Canada on a national level.

Master's student Chih-ting Flora Lo (Chemical Engineering) recently won second prize in the poster competition at the Canadian Hydrogen and Fuel Cell Conference in Toronto. Her project is part of a larger hydrogen storage project, led by Boyd Davis, (Mining Engineering) and

the poster was co-authored by Dr. Davis, third-year student Chris Wong (Chemical Engineering) and Kunal Karan, her co-supervisor. The win comes on the heels of another prize awarded to the whole research group at the recent AUTO21 HQP conference, where students including Ms. Lo, Daniel Calabretta, Mohamed Abdul and Chris Wong were each awarded a \$2,000 travel voucher towards a conference. The group's work has attracted interest from many companies and other research institutes all over the world and they are in the process of filing intellectual property disclosures with PARTEQ on their recent discoveries.

Glenn Jenkins (Economics) recently conducted a program on Investment Appraisal and Risk Analysis for the Government of Thailand in Bangkok. The JDI Executive Programs of the Department of Economics and the Thailand Development Research Institute (TDRI) jointly organized the program. The department, through the efforts of Frank Flatters (Economics) had played a central role in the formation of TDRI in the 1990's and it is now one of the top economic policy research institutes in Asia. The program has also run at Queen's for the past five years during July. Since 2000, 305 public and private sector professionals from 31 countries have successfully completed this intensive program.

People is an occasional column celebrating the achievements of Queen's community members. Email submissions to gazette@post.queensu.ca

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Moms-To-Be Needed for Pelvic Floor Study!

Are you less than 20 weeks in your first pregnancy? If so, please consider joining a KGH/Queen's study investigating the impact of delivery on the pelvic floor. Two short visits to KGH are required. Participants will be compensated for their time and expenses. This study is being conducted by Dr. M. A. Harvey, Dept. of OB/GYN.

For more information call Lorraine Chick RN at 548-1343

Submission information

Please note that appointment submissions will be edited to address style considerations and length. Submissions should be a maximum of 200 words.

Appointments

Maridee Osolinsky, Campus Planning and Development

Ms. Osolinsky's has been appointed planner in Campus Planning and Development. Her role is to provide space planning and facilities programming services to meet current and future university requirements. Formerly of Straticom Planning Associates Inc. of Toronto, Ms. Osolinsky is an interior design graduate certified by the National Council for Interior Design Qualifications (NCIDQ). She is a member of the Association of Registered Interior Designers of Ontario (ARIDO) and Interior Designers of Canada (IDC). Ms. Osolinsky will be involved in facilities program development, interior design and project coordination. She is available for consultation, at mlo@post.queensu.ca and at ext. 75605.

New Faculty Appointments

Faculty of Health Sciences: Abdu Sharkawy, Medicine, Infectious Diseases – Nov. 1; Conrad Falkson, Oncology – Oct. 1; Rozica Jokic, Psychiatry – Nov. 15.

Committees

Headship search, Otolaryngology

A review of Otolaryngology in accordance with the Modified Reappointment Process for Heads of Clinical Departments in the Faculty of Health Sciences was conducted recently. This process established the need for a full search committee in order to advise the principal and the boards of the affected teaching hospitals of the present state and future prospects of the department and its leadership. Principal Karen Hitchcock has established a search committee. Members are: John Fisher, Associate Dean, Academic Affairs, Health Sciences; Stephen Hall, Otolaryngology; Jacqueline Lau, undergraduate medical student representative; Donald MacNaughton, Otolaryngology; Dale Mercer, Head, Surgery; Elvira Miranda, Otolaryngology; Eleanor Rivoire, Vice-President, Patient Care Programs and Chief Nursing Officer, Kingston General Hospital; Martin ten Hove, Ophthalmology; Phil Thom, Assistant Executive Director, Resources, Hotel Dieu Hospital; Anne Smith, Head, Oncology and Regional Vice President, Cancer Services for Kingston General Hospital and Cancer Care Ontario; David Walker (chair), Dean, Health Sciences; Gail Knutson (secretary), Health Sciences. All members of the university community, faculty, staff and students, are invited to submit to the chair by Monday, Nov. 15, 2004, their opinions in writing, on the present state and future prospects of the department and its leadership. Respondents should state whether their letters may be shown, in confidence, to the members of the search committee.

Employee Development

To register for the following programs, go to: hradmin@post.queensu.ca/workandcareer/cw-trainwork.php

Wednesday, Nov. 10

De-stress your life

Through interaction, self-assessment and practice, participants will have the opportunity to learn the skills required to be a stress manager. Wendy Lloyd, Human Resources, Faculty and Staff Learning Facilities, B176 Mackintosh-Corry, 9 am to noon.

Wednesday, Nov. 17

Delegation – the power of letting go

This program is for supervisors and managers who wish to get more done by delegating effectively. Learn the benefits of delegation, some steps to delegating successfully, and the role of communication, trust and recognition in the delegation process. Wendy Lloyd, Human Resources, Employee Development Centre, 344 Rideau Building, 9 am to noon.

Lunch and learn video series

Seven Steps to Improving Communication. Bring your lunch to this informal video and discussion. Wendy Lloyd, Human Resources Department, Thursday, Nov. 18, 12:15, Faculty and Staff Learning Facilities, B176 Mackintosh-Corry Hall.

Retirements

Farewell reception for Catherine MacNeill

All friends and colleagues are invited to join the Office of Advancement at a retirement reception for Catherine MacNeill, Director Alumni & Friends on Dec. 1, from 3 to 5 pm at the University Club. Donations to the Lennox & Addington SPCA are being collected in honour of Catherine and may be dropped off at the West Wing, Summerhill to the attention of Deborah Shea or sent by campus mail to Deborah Shea, Advancement Officer, Alumni & Friends, Summerhill by Nov. 26. *Please make cheques payable to Lennox & Addington SPCA.*

Surplus Items

Alumni & Donor Relations offers for sale

1 Pitney Bowes Model 1816 automatic letter/paper folders. The folder is electric, folds multiple size letters and is about 10 years old. It hasn't been used recently but was in working order the last time it was used. It is approximately 26" long, 24" wide and 15" high. It weighs about 30 pounds. For information or to view call Louise Moran at ext. 77572. Submit sealed bids marked "Alumni & Donor Relations" to Fran Lanovaz, Purchasing Services by 4 pm on Monday, Nov. 15. Please mark bids "Confidential." Queen's is not responsible in any way for the condition of any item it has made available nor for any damage or injury that may occur due to use or removal of the item. Queen's reserves the right to reject any or all of the bids. Only successful bidders will be notified.

A Footnote on Health

All work and no play?

In today's fast-paced world, more people are reporting that their personal stress levels have increased. Although it's impossible to get rid of stress altogether, it is possible to effectively manage stress. One way to help achieve this is by taking on a new interest or finding a new pastime. Often, just an hour of 'getting away from it all'—and doing something that you truly enjoy—is enough to refuel yourself and refocus your mind. Here are a few 'new interests' that you might consider. Start your own collection. Things like antiques, coins or stamps represent exciting way to learn about the world around you. Or, you can collect things that are simply special to you. The benefit of starting your own collection is that you can do it in the privacy of your home, or you can make it a more social activity by joining a club.

Discover your creative side. Whether it's through painting, drawing or sculpting, taking up an interest in art can be an effective form of stress management. Not only does art provide a way for you to express yourself emotionally and increase your self-awareness, thinking about and creating art can help distract you from the hectic pace of the world around you. Many first-time artists also enjoy the sense of accomplishment that comes from creating something personal for themselves, or for others.

Put your feet in motion to music. Dancing has something for everyone. You can meet new people, get exercise and build self-confidence all at the same time. If you are looking to relieve stress, the physical exertion of dancing, combined with the music that accompanies it, is one of the most effective stress relievers available.

Explore the world through books. Feed your mind with historical events from the past, or immerse yourself with a good fiction novel. Reading transports you into another place or time—where the only boundary is your imagination.

Need more information on managing stress and adding balance into your life? Your Employee Assistance Program (EAP) can help. A confidential off-site program available to faculty and staff.



Volunteers

Research on control of action

Healthy subjects are needed to participate in two or three one-hour sessions for a study looking at self-control by examining eye movements. Compensation is \$10 an hour. Please contact Claire Boudet, 533-6340 or claire@biomed.queensu.ca.

Pregnant??

Healthy 16 – 20 weeks pregnant

participants who do not currently participate in a regular exercise program needed for a study on the effects of a walking program on fetal behaviour, mother's heart rate, and blood pressure. Contact Sherri at 547-5752 or 9s25@qlink.queensu.ca.

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Irène Bujara, Director

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Complainant Advisors:

Margot Coulter, Coordinator

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Chuck Vetere – Student Counselling

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Anti-Racism Complainant Advisors:

Stephanie Simpson, Coordinator

533-6886

Audrey Kobayashi – Geography,

533-3035

Anti-Heterosexism/Transphobia

Complainant Advisors:

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Eleanor MacDonald, Politics

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Respondent Advisors:

Paul Banfield – Archives

533-6000 ext. 74460

Mike Stefano – Purchasing

533-6000 ext. 74232

Greg Wanless – Drama

533-6000 ext. 74330

Anti-Racism Respondent Advisor:

Ellie Deir – Education

533-6000 ext. 77673

Internal Dispute Resolution

SGPS Student Advisor Program

533-3169

University Dispute Resolution

Advisors – Students:

Please contact Harry Smith, Coordinator of Dispute Resolution Mechanisms, at 533-6495 for assistance or referral to an advisor.

University Grievance Advisors – Staff:

Kathy Beers – Student Affairs

533-6944

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Ahmed Kayssi

533-2733

Student Counselling Service

533-2893

*Internal numbers may be accessed from a touch-tone phone off-campus by dialling 533-6000 + extension number.

COMMUNAL CANVAS



LORINDA PETERSON

First-year BFA students Ashley Way, Amy Uyeda, Jen Kenneally and Marie McCarthy mix paint for Jan Winton's oil painting class. The huge palette (3 x 10 feet) prepared with Prof. Winton, is meant to plunge studio students into the study of colour theory through practical application. Thirty students share the renewable palette. The immediacy and hands-on nature of the experience is confidence boosting and helps to build a fuller, more in-depth understanding of how colour and light work together to create atmosphere and meaning, she says.

Art

The Agnes Etherington Art Centre

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New Exhibits
For ongoing exhibits go to www.queensu.ca/ageh/

Events

Thursday, Nov. 11 – David de Witt, Queen's. Art Matters: A curator's talk in *16th-Century Italian Drawings in Canadian Collections: The Century of Mannerism*, 12:15 pm.
Sunday, Nov. 14 – Nadja Aksamija, Colgate University, Hamilton, New York. Villa decoration as a language of propaganda in late-16th-Century Italy, 2 pm.
Thursday, Nov. 18 – Highlights Tour: A guided tour of current exhibitions, 12:15 pm.
Sunday, Nov. 21 – Family Program: Gallery and studio activities offered in conjunction with the exhibition *Real and Imagined People*. Ages 5+ with adult accompaniment, 1:30 – 4:30 pm. Free with admission.

Union Gallery

1st floor of the Stauffer Library (corner of Union and University) Main Gallery – *Space Invaders*, Amanda Wood and Dean Povinsky, Nov. 10 to Nov. 30. Project Room – *Infinite Dreamscape*, Andrea Rettig. Opening event for both shows Saturday, Nov. 20, 6 pm in the gallery. www.uniongallery.queensu.ca/

The Studio

B144 Duncan McArthur Hall (corner of Sir John A. MacDonald Blvd. and Union Street)
Beauty, courage and heartbreak: images from Cambodia and Vietnam, recent photographs by Magda Lewis and *Memory echo: fugitive portraits*, mixed media on wood and paper by Daniel Oxley to Dec. 17. Studio hours Tuesday and Thursday 11:30 am to 1 pm, Wednesday, noon to 1 pm or by appointment. For information contact Angela Solar, 533-6000, ext. 77416 or solara@educ.queensu.ca.

Music

Monday, Nov. 15

Music
Angela Hewitt in a concert to celebrate the inauguration of the school's new concert grand piano. Grant Hall, 8 pm. Admission: contact the PAO Box Office, 533-2558. Co-sponsored by Performing Arts Office.

Wednesday, Nov. 17

Queen's Choral Ensemble, directed by Mark Sirett. Handel, Dale Wareland and Stephen Hatfield. Polyhymnia, an all women's choir, directed by Aurora Dokken, Timothy Sullivan, Anne Boyd, Scott Tucker and Kristi Allik. Grant Hall, 7:30 pm. \$6 adults; \$3 students and seniors. At the door.

Monday, Nov. 22

Queen's Symphony Orchestra directed by Gordon Craig. Sibelius, Grieg and Dvorak. Guest artist, pianist Maggie Ho, 2003/04 winner of the Concerto/Aria Scholarship. Grant Hall, 7:30 p.m. \$6 adults; \$3 students and seniors. At the door.

Departmental seminar schedules

Biochemistry
meds.queensu.ca/biochem/index.php/seminar_series

Biology
biology.queensu.ca/seminars/dss.html

Business
business.queensu.ca/research/conferences/index.html

Cancer Research Institute
meds.queensu.ca/qcri/calendar/index.php
Centre for Neuroscience Studies
queensu.ca/neurosci/seminar.html

Chemistry
chem.queensu.ca/NEWSANDEVENTS/Seminars/Seminar02W.PDF

Computing

cs.queensu.ca/seminars/

Economics

qed.econ.queensu.ca/pub/calendar/week.html

GeoEngineering Centre at Queen's – RMC

www.geoeng.ca/GENG840_Schedule.htm

Geography

geog.queensu.ca/seminars.html

Human Mobility Research Centre

www.hmrc.ca

Law

law.queensu.ca/Visitors/index.php

Pharmacology/Toxicology

meds.queensu.ca/medicine/pharm/

Physiology

meds.queensu.ca/medicine/physiol/physiol.sem.html

Policy Studies

localendar.com/public/spscal

Conferences

Friday, Nov. 19 and Saturday, Nov. 20

Policy Studies
Canadian Federalism and National Security: Intergovernmental and Comparative Perspectives. Please contact the Institute of Intergovernmental Relations at 533-2080 for details, or visit www.iigr.ca/iigr.php/conference2004.

Public Lectures

Thursday, Nov. 11

Economics
W.A. Mackintosh Lecture
Richard Blundell, University College London. How revealing is revealed preference? Understanding consumer rationality and consumer choices. Dupuis Auditorium, 4 pm.

Education

David Barlex, Brunel University. Developing your research portfolio through collaborative endeavours: how to decide appropriate research activities for new scholars and how this has been applied in the field of design and technology education through collaborative activity. Vernon Ready Room (A115), 11:30 am.

Philosophy

Alistair Macleod, Queen's. Why the instrumental doctrine of rationality is a non-starter. 517 Watson, 4:30 pm.

Friday Nov. 12

Art
Nadja Aksamija, Colgate University. What is so ragusan about ragusan villas? Patrician identity and domestic architecture in Renaissance Dubrovnik. 206 Ontario, 4 pm.

Tuesday, Nov. 16

Education
Lesly Wade Woolley, Queen's. Literacy development in French immersion students. Vernon Ready Room, 3:30 pm.

Eighteenth- and Nineteenth-Century Studies Group

Vojtech Jirat-Wasiutynski, Ecole de Marseille. Region and art history in Nineteenth-Century France. 517 Watson, 7:30 p.m.

Art

Wednesday, Nov. 17
Ruth Phillips, Carleton University. Between modernism and tradition: Norval Morrisseau and the negotiation of primitivism. Agnes Etherington Art Centre Atrium, 4:30 pm.

Thursday, Nov. 25

Dunning Trust Lecture
Linda Colley (Princeton). The difficulties of empire: present, past and future. 1101 Biosciences Complex, Arch Street, 8 pm. The Disraeli Project is hosting her visit in com-

memoration of the Disraeli Bicentenary (1804-2004).

Special Events

Wednesday, Nov. 10

College Post-Diploma Programs Fair
Meet representatives from colleges across Ontario. Find out about one-year post-diploma programs. For a complete list of all post-diploma programs available at Ontario community colleges go to www.ontariocolleges.ca. Stauffer Library Lobby, 10:30 am to 1:30 pm.

Thursday, Nov. 11

Remembrance Day Service
Conducted by University Chaplain, Brian Yealland, Grant Hall, 10:53 am. Classes are cancelled from 10:30 until 11:30 a.m. For more information, please contact the Chaplain's Office, 533-2186.

Friday, Nov. 12 to Sunday, Nov. 14

The 6th Annual Symposium: Aboriginal Studies
Keynote speaker Basil Johnston. The general theme is *Art and Literature*. Policy Studies Building. Presented by Four Directions Aboriginal Student Centre. For information contact Norman Shields at 533-6970 or nat-sym02@post.queensu.ca.

Submission Information

To ensure we run your information correctly, Calendar items must appear in the following format:

date, department, speaker's name and affiliation, title of lecture, place, time, and cost if appropriate.

Please submit your information in the body of an email message to: gazette@post.queensu.ca

The next Gazette deadline is Monday, Nov. 15 at noon.